

82-1738/2

6 August 1982

MEMORANDUM FOR: DCI/MAG Members

SUBJECT : DCI Management Advisory Group Meeting of 28 July 1982

1. [] of the EEO Office was welcomed to the DCI/MAG as a new member. 25X1

2. CO-OP PROGRAM:

[] asked [] of OSO to share his views of the Agency Co-op Program with the group. [] limited his comments largely to the OSO experience with co-op students. He provided the following observations: 25X1 25X1

- a. OSO's retention rate is low. Only one OSO co-op has chosen a CIA career since inception of the program.
- b. If rate of retention is a program objective and a criterion of success, then the co-op effort has not been cost effective in OSO; however, the Agency, and USG in general might be serving a useful function in providing valuable training to engineers. This is pertinent because the quality of engineering education appears to be deteriorating in the academic community.
- c. There is no clear statement of objectives and success criteria for the co-op program. It is difficult, then, to evaluate overall program effectiveness.

The ensuing discussion suggested that there is considerable inter-directorate variation in retention rates and the manner in which co-op students are used. A broader and clearer picture of the program and how it is managed is necessary before any useful conclusions can be drawn.

[] the DDA Executive Officer, suggested that [] in the Office of Communications be approached because they have had the longest involvement with the co-op program. [] our co-op study coordinator, will report on his results at our next meeting. 25X1 25X1

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3. DIRECTORATE MAGS:

Representatives of the Directorate MAGs were invited to this meeting.
Attending were:

- a. DDO/MAG: [REDACTED] 25X1
- b. DDI/MAG: [REDACTED] (Chairman) 25X1
- c. DCI Secretarial and Clerical MAG: [REDACTED] (Chairwoman) 25X1
and [REDACTED] 25X1
- d. DDA: [REDACTED] Executive Officer. The DDA has no MAG. 25X1
- e. DDS&T: Represented by DCI MAG members from the DDS&T. The DDS&T has no MAG.

The representatives were asked to discuss their perception of their "raison d'etres" and the manner in which they function. It is clear that where there is a Directorate MAG function, there is no standard statement of purpose. Each group defines itself and exercises its own initiative in developing relationships with its Directorate management. Both the DDO and DDI MAGs see their major function as being an "informal" avenue of feedback to their Directorate managers, and believe they are doing well in that role. It was mutually agreed that it would be advantageous for Directorate MAG representatives to attend future DCI/MAG meetings. To this end, the DDO, DDI and DCI S&C MAG chairpersons were made "Associate" DCI/MAG members. They will be regularly invited to DCI/MAG meetings and will receive copies of our correspondence.

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5. IN-HOUSE SPEAKER PROGRAM:

The recent program featuring the Director of Personnel was well-attended and received. Feedback from attendees (see Attachment B) strongly supported a continuation of the program. [] agreed to coordinate the next program (circa September/October). We plan to invite the Director of Security to be the guest speaker. In addition, [] sent a letter of appreciation (see Attachment C) to the Director of Personnel.

[] Office of EEO, volunteered to coordinate a future program which will feature the Director of EEO. We anticipate this program for around November of this year.

[]
Chairman, DCI Management Advisory Group

Attachments:

- A. Memo from []
Subject: []
- B. Memo from [] DCI/MAG, to Chairman,
DCI/MAG, dtd 26 July 82; Subject: Results of
Speaker Program Survey
- C. Memo from [] DCI/MAG, to D/Personnel
dtd 23 July 82; Subject: Letter of Appreciation

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ATTACHMENT B

26 July 1982

MEMORANDUM FOR: Chairman, DCI/MAG

Chairman, DCI/MAG
In-House Speaker ProgramSUBJECT: Results of Speaker Program Survey

1. Submitted herein are the results of the survey passed out at the recent program featuring the Director of Personnel. The one hundred and ten attendees who responded overwhelmingly supported a continuation of the program.

2. Twenty-two persons made suggestions for future speakers. The following is a composite list of the most commonly suggested speakers and topics for future programs:

a. Director of Security - update on personnel and technical security programs and the problem of leaks.

b. Director of EEO - interpersonal relationships across cultural lines.

c. Deputy Director for Intelligence - recent changes in the Directorate.

d. Director of Logistics - the new building and its impact on the community.

e. Outside speakers from other intelligence organizations such as DIA, NSA, State Department and the White House.

f. Selected Senior Agency Officials - their careers, successes and failures.

3. The Director of Security led the list with the Director of EEO second.

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ATTACHMENT C

23 July 1982

MEMORANDUM FOR: Director of Personnel

FROM:

[REDACTED]
DCI/MAG

SUBJECT:

Letter of Appreciation [REDACTED]

1. On behalf of the DCI/MAG, I again want to thank you for participating in our In-House Guest Speaker Program. It is our feeling that your appearance was an unqualified success. Not only has audience feedback been overwhelmingly favorable to your appearance, but it has also called for a continuation of the Speaker Program as a means of effective management/employee communication. [REDACTED]

2. As I indicated to you in previous correspondence arrangements were made to have the program videotaped. A copy of this tape will be available in the Self Study Center for those unable to attend. Should your office desire I will gladly make the tape available for a designated showing for the Office of Personnel. [REDACTED]

3. I'd like to add a personal note of thanks. Your willingness to participate was greatly appreciated. This, combined with friendly support and a spirit of cooperation from [REDACTED] made my task not only easier but pleasant. Your attitude and the assistance of your office made the program what one person said was, "A first class event". [REDACTED]

[REDACTED]

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